

**UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF TEXAS**

CLERK US DISTRICT COURT  
NORTHERN DIST. OF TX  
FILED

2019 MAY 28 PM 3:35

DEPUTY CLERK

EK

Cynthia Teems  
Plaintiff

**319 - CV 1270 - N**

v.  
City of Dallas  
Defendant

Civil Action No.

**COMPLAINT**

I am filing this law suit because throughout my employment with the City of Dallas, I have been assaulted, set-up, discriminated against, wrong, slandered, belittled, mis-treated, lied on. I have treated people the way I expect to be treated, and I tried to forgive, yet, things just kept happening even after I filed an EEOC charge, I was threatened and <sup>intimidated</sup>

\* Attach additional pages as needed.

In addition, I am not have not been paid correctly, my professional title is incorrect, therefore my wages has been incorrect since 10/2017

Date

Signature

Print Name

Address

City, State, Zip

Telephone

5/28/2019  
Cynthia Teems

350 E. Las Colinas Blvd Unit 2042

Irving, TX 75039

(462) 392-5538

**DISMISSAL AND NOTICE OF RIGHTS**

To: **Cynthia Jeems**  
**350 E. Las Colinas Blvd Unit 2042**  
**Irving, TX 75039**

From: **Dallas District Office**  
**207 S. Houston St.**  
**3rd Floor**  
**Dallas, TX 75202**

☐

On behalf of person(s) aggrieved whose identity is  
**CONFIDENTIAL (29 CFR §1601.7(a))**

EEOC Charge No.

EEOC Representative

Telephone No.

**450-2019-03498**

**William C. Harrison,**  
**Investigator**

**(214) 253-2744****THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:**☐

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.

☐

Your allegations did not involve a disability as defined by the Americans With Disabilities Act.

☐

The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.

☐

Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge

☒

The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.

☐

The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.

☐

Other (briefly state)

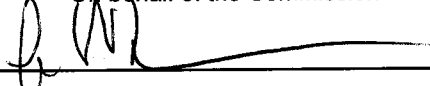
**- NOTICE OF SUIT RIGHTS -**

(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission



**Belinda F. McCallister,**  
**District Director**

**APR 11 2019**

Enclosures(s)

(Date Mailed)

cc: **Patsy Palmer, Client Services Executive Manager**  
**City of Dallas**  
**1500 Manilla**  
**Dallas, TX 75201**

**INFORMATION RELATED TO FILING SUIT  
UNDER THE LAWS ENFORCED BY THE EEOC**

*(This information relates to filing suit in Federal or State court under Federal law.  
If you also plan to sue claiming violations of State law, please be aware that time limits and other  
provisions of State law may be shorter or more limited than those described below.)*

**PRIVATE SUIT RIGHTS -- Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA),  
the Genetic Information Nondiscrimination Act (GINA), or the Age  
Discrimination in Employment Act (ADEA):**

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge **within 90 days of the date you receive this Notice**. Therefore, you should **keep a record of this date**. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed **within 90 days of the date this Notice was mailed to you** (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Courts often require that a copy of your charge must be attached to the complaint you file in court. If so, you should remove your birth date from the charge. Some courts will not accept your complaint where the charge includes a date of birth. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

**PRIVATE SUIT RIGHTS -- Equal Pay Act (EPA):**

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment: back pay due for violations that occurred **more than 2 years (3 years) before you file suit** may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/08 to 12/1/08, you should file suit **before 7/1/10** -- not 12/1/10 -- in order to recover unpaid wages due for July 2008. This time limit for filing an EPA suit is separate from the 90-day filing period under Title VII, the ADA, GINA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice and within the 2- or 3-year EPA back pay recovery period.

**ATTORNEY REPRESENTATION -- Title VII, the ADA or GINA:**

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do not relieve you of the requirement to bring suit within 90 days.

**ATTORNEY REFERRAL AND EEOC ASSISTANCE -- All Statutes:**

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, **please make your review request within 6 months of this Notice**. (Before filing suit, any request should be made within the next 90 days.)

**IF YOU FILE SUIT, PLEASE SEND A COPY OF YOUR COURT COMPLAINT TO THIS OFFICE.**

Anthony Stewart  
Human Resources  
320 E. Jefferson  
Dallas, Texas 75203

Cynthia Jeems  
Health Plans Examiner  
320 E. Jefferson Suite 204  
Dallas, Texas 75203

May 23, 2018

RE: Letter of Grievance against Kim Haynie

Dear Ms. Rias,

Please be advised that this correspondence comes to you as a letter of grievance against Kim Haynie. I write this email with sadness, frustration and disappointment; however, I must inform you about my grievance regarding work ethics practiced by Kim Haynie. I am requesting that the matter be looked into and worked out soon.

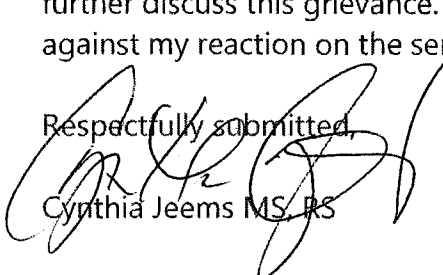
In brief, my grievance is as follows:

The main problem I face with Kim Haynie is the fact that she is trying to sabotage my job. On May 17, we had a meeting with the clients and architect of La Fe Disco Event Center located at 2102 South Cesar Chavez, permit number (1705101086). In the meeting, Ethel Green, a consultant of Master plan revealed to me a set of plans that I had not seen before. I reviewed the plans on 4.9.18, 4.18.18, 4.24.18 and 5.14.18. During the last review date, I did not see the equipment labeled on sheet A2. And notated that in Posse as the required revisions needed on May 14, 2018. To my surprise, the sheet (A2.1) had been labeled and inserted into the plan. The sheet that had been revised that was presented to me by Ethel Green was a loose leaf and the ones that I had been reviewing were attached and stapled professionally inside the said plan. O May 16, 2018, Kim Haynie and Ethel Green were in the office late working on plans. On May 17, 2018 during the meeting I observed revisions that I had not been advised of nor had seen before then. Attached, please find the correspondences between Kim Haney and myself about the above-mentioned project and it will enlighten you as to why I feel the way I do. Due to the continuous deception, disrespect and mistreatment, I do not feel comfortable working in this department. I feel like I must constantly watch my back because someone may stick a knife in it at any time. I am requesting to be transferred to another department. I am disheartened that I would be treated as such by people I have not offended in any way and that people would conduct

themselves in such a manner where they would sabotage, deceive, disrespect and mistreat an individual on their job for no apparent reason.

I ask that you please arrange a time in which you and I can have a meeting of the minds to further discuss this grievance. Looking forward for your immediate positive reaction as against my reaction on the sensitive issue at the earliest.

Respectfully submitted,

  
Cynthia Jeems MS, RS

## CITY OF DALLAS

## Employee Grievance

## INSTRUCTIONS

This form is provided to you as an employee of the City of Dallas in the event that you wish to file a grievance pursuant to the Dallas City Code, Chapter 34(Personnel Rules), sec. 34-38 (a) - (d) &(f). This form parallels the requirements of a grievance appeal as set forth in section 34-38 (d) (1) - (4). All sections of this form should be completed or your appeal may be denied. If you need additional space use the back of the form or attach additional sheets of paper. **Please PRINT Clearly.**

## A. Employee Information

Last Name: JEEMS First Name: Cynthia Employee Number: 117132  
 Department Name/Division: \_\_\_\_\_ Job Title: \_\_\_\_\_  
 Home Mailing Address: 350 E. Las Colinas Blvd Unit 2042 Home Phone Number: (462) 392-5538  
Irving, Texas 75039 Work Phone Number: (214) 948-4018

## B. Representation - If you will have either legal or association representation at your hearing provided the following information

Rep. Name: \_\_\_\_\_ Rep. Address: \_\_\_\_\_  
 Rep. Phone Number: \_\_\_\_\_

## C. Dallas City Code (Personnel Rules) Chapter 34-38(d)(1)

Please provide a brief explanation of the incident causing the grievance, including the date of the occurrence. If additional sheets are used, please check box to the right.

*Please see attachment*

☒ Additional sheets/information attached

## D. Dallas City Code (Personnel Rules) Chapter 34-38(d)(2)

Please outline or describe briefly how your working conditions were adversely affected by the incident. If additional sheets are used, please check box to the right.

*I do not feel comfortable working in an environment where I have to watch my back. I'm stressed and have guard time when I'm working.*

## E. Dallas City Code (Personnel Rules) Chapter 34-38(d)(3)

Please cite the specific violation, misinterpretation, or misapplication of the specific rule, law, ordinance, resolution, policy, or regulation of which you are complaining. If additional sheets are used, please check box to the right.

☒ Additional sheets/information attached

## Dallas City Code (Personnel Rules) Chapter 34-38 (d) (4)

Please outline the remedy or solution you seek to address this situation: If additional sheets are used, please check box to the right.

☒ Additional sheets/information attached

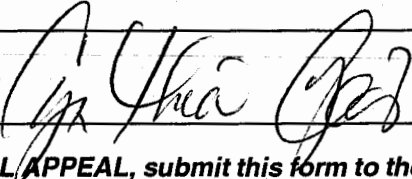
## F. Dallas City Code (Personnel Rules) Chapter 34-38 (d) (5)

☐

Pursuant to Personnel Rules Sec. 34-38 (b) Purpose. The grievance and appeal procedures described in this section are provided for giving an employee the opportunity to:

- (1) present a grievance concerning the employee's working conditions that the employee claims have been adversely affected by a violation, misinterpretation, or misapplication of a specific law, ordinance, resolution, policy, rule or regulations; or
- (2) appeal a disciplinary action.

Employee signature:



Date submitted:



**IF DEPARTMENTAL APPEAL, submit this form to the designated person in your department**

**IF CITY MANAGER'S OFFICE APPEAL, submit this form to the HR Department, City Hall 6AN, c/o HR Director**

**Always provide a copy to your Departmental HR Generalist**

**INTERNAL USE ONLY** This grievance appeal ☐ IS ☐ IS NOT timely

Submitted to ☐ Department ☐ HR ☐ Date received  
Grievance Level

Received by:

☐ Level 1

☐ Level 2

☐ Level 3

☐ Level 4

The right to grieve ends if the employee terminates employment with the City (34-38 9c) (17)

Reassignments are not grievable 34-3

An employee may not grieve a position classification 34-37 (c) (18)

An employee who files a grievance & subsequent appeal of the disposition must submit a copy of the original grievance at all levels of the appeals. 34-38 9 (c) (20)

Only items contained in the original grievance will be discussed.

## CITY OF DALLAS

## Employee Grievance

## INSTRUCTIONS

This form is provided to you as an employee of the City of Dallas in the event that you wish to file a grievance pursuant to the Dallas City Code, Chapter 34 (Personnel Rules), sec. 34-38 (a) - (d) & (f). This form parallels the requirements of a grievance appeal as set forth in section 34-38 (d) (1) - (4). All sections of this form should be completed or your appeal may be denied. If you need additional space use the back of the form or attach additional sheets of paper. **Please PRINT Clearly.**

## A. Employee Information

Last Name: JAMES First Name: Cynthia Employee Number: 117132  
 Department Name/Division: \_\_\_\_\_ Job Title: \_\_\_\_\_  
 Home Mailing Address: 350 E. Las Colinas Blvd Unit 2042 Home Phone Number: (462) 392-5538  
Irving, Texas 75039 Work Phone Number: (214) 948-4018

## B. Representation If you will have either legal or association representation at your hearing provided the following information

Rep. Name: \_\_\_\_\_ Rep. Address: \_\_\_\_\_  
 Rep. Phone Number: \_\_\_\_\_

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*Please see attachment*

☒ Additional sheets/information attached

## D. Dallas City Code (Personnel Rules) Chapter 34-38(d)(2)

Please outline or describe briefly how your working conditions were adversely affected by the incident. If additional sheets are used, please check box to the right.

*I do not feel comfortable working in an environment where I have to watch my back. I'm stressed and have a hard time concentrating.*

## E. Dallas City Code (Personnel Rules) Chapter 34-38(d)(3)

Please cite the specific violation, misinterpretation, or misapplication of the specific rule, law, ordinance, resolution, policy, or regulation of which you are complaining. If additional sheets are used, please check box to the right.

☒ Additional sheets/information attached

## Dallas City Code (Personnel Rules) Chapter 34-38 (d) (4)

Please outline the remedy or solution you seek to address this situation: If additional sheets are used, please check box to the right.

☒ Additional sheets/information attached

## F. Dallas City Code (Personnel Rules) Chapter 34-38 (d) (5)

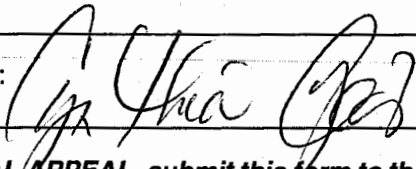
☐



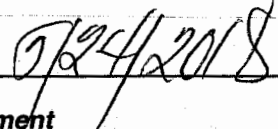
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- (1) present a grievance concerning the employee's working conditions that the employee claims have been adversely affected by a violation, misinterpretation, or misapplication of a specific law, ordinance, resolution, policy, rule or regulations; or
- (2) appeal a disciplinary action.

Employee signature:



Date submitted:



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**IF CITY MANAGER'S OFFICE APPEAL, submit this form to the HR Department, City Hall 6AN, c/o HR Director**

**Always provide a copy to your Departmental HR Generalist**

**INTERNAL USE ONLY** This grievance appeal ☐ IS ☐ IS NOT timely

Submitted to ☐ Department ☐ HR ☐ Date received

Received by:

Grievance Level

☐ Level 1☐ Level 2☐ Level 3☐ Level 4

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Reassignments are not grievable 34-3

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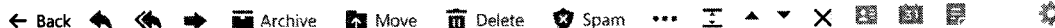
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Only items contained in the original grievance will be discussed.

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OR LIT RECORDS NOTICE: This email and responses may be subject to the Texas Open Records Act and may be disclosed to the public upon request. Please respond accordingly.\*\*

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 Photos Documents Deals Purchases Groceries Travel Tutorials

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+ New Folder

 **Jeems, Cynthia D** <cynthia.jeems@dallascityhall.com>  
To: cynthiajeems@yahoo.com

Apr 4 at 8:13 AM

**From:** Jeems, Cynthia D**Sent:** Thursday, April 4, 2019 8:13 AM

**To:** Shelton, James <james.shelton2@dallascityhall.com>; Allgaier, Jennifer <jennifer.allgaier@dallascityhall.com>; Bird, Clinton <clinton.bird@dallascityhall.com>; Butler, Ricky <ricky.butler@dallascityhall.com>; Chamberlain, Richard <richard.chamberlain@dallascityhall.com>; Conger, Richard <richard.conger@dallascityhall.com>; Davis, Lisa <lisa.davis@dallascityhall.com>; Franklin, Greg <greg.franklin@dallascityhall.com>; Haynie, Kim <kim.haynie@dallascityhall.com>; Jackson, Doborah <doborah.jackson@dallascityhall.com>; Kay, Kiesha <kiesha.kay@dallascityhall.com>; Kennemer, Phillip <phillip.kennemer@dallascityhall.com>; Lester, Tenisha <tenisha.lester@dallascityhall.com>; McCloure, Marcus W <marcus.mccloure@dallascityhall.com>; McMillian, Jeremy R <jeremy.mcmillian@dallascityhall.com>; Nigo, Daniel <daniel.nigo@dallascityhall.com>; Pinkney III, Charles <charles.pinkney@dallascityhall.com>; Thomas, Kimela <kimela.thomas@dallascityhall.com>; Thompson, Kevin C <kevin.thompson1@dallascityhall.com>

**Subject:** RE: Weekly Staff Meeting Discussions 4/1/19

Good morning Jim,

I will speak in my just in case I am being singled out. Anything that I have done in this office has been either through a directive or your consent. I remember having a conversation with you when we discussed me began part vegan and pescatarian and you told me that I could re-heat fish or salmon in the toaster oven. I will not reheat fish in the toaster oven again. Another topic should be mutual respect and respect of person. Since my first week in this office I have been mistreated, discriminated against, set-up, lied on, assaulted, name slandered, yelled at and demeaned (all facts, not just my version of the truth) and none of that is/will be tolerated. I guess people think it is fine since all of this (with an exception of discrimination) is happening to me and not them. It should not be happening to anyone. No one race reigns superior over any race rather, we all of the human race. It is very unfortunate that in 2019, I have to (or any African American for that matter) have to report someone to be treated with dignity and respect in the work place. I should not have to fight for a seat at the table when countless others have been killed, blood shed and tears for me to have a seat at the table and I will not be denied my rights. I do not have to find me an entourage and tell them my version of the truth because the absolute truth defends itself. I should not be intimidated, mistreated or subjected to public

abasement. I do not for the life of me understand how someone can mistreat or dislike someone that has not done anything to them. I did not sign up for any of this but I will defend

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cynthiaje... 999+

cynthiajee... 999+

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FW: Weekly Staff Meeting Discussions 4/1/19 5

Yahoo/Sent

**Jeems, Cynthia D** <cynthia.jeems@dallascityhall.com>  
To: cynthiajeems@yahoo.com

Apr 2 at 7:58 AM

★

**From:** Jeems, Cynthia D  
**Sent:** Tuesday, April 2, 2019 7:58 AM  
**To:** Shelton, James <james.shelton2@dallascityhall.com>  
**Subject:** RE: Weekly Staff Meeting Discussions 4/1/19

Good morning Jim,

I was not present during the meeting but will you please add the loud daily burping to the list. This happens daily and most of the time throughout the work day.

Thank you,

Cynthia Jeems

**From:** Shelton, James  
**Sent:** Monday, April 1, 2019 10:08 AM  
**To:** Allgaier, Jennifer <jennifer.allgaier@dallascityhall.com>; Bird, Clinton <clinton.bird@dallascityhall.com>; Butler, Ricky <ricky.butler@dallascityhall.com>; Chamberlain, Richard <richard.chamberlain@dallascityhall.com>; Conger, Richard <richard.conger@dallascityhall.com>; Davis, Lisa <lisa.davis@dallascityhall.com>; Franklin, Greg <greg.franklin@dallascityhall.com>; Haynie, Kim <kim.haynie@dallascityhall.com>; Jackson, Deborah <deborah.jackson@dallascityhall.com>; Jeems, Cynthia D <cynthia.jeems@dallascityhall.com>; Kay, Klesha <klesha.kay@dallascityhall.com>; Kennemer, Phillip <phillip.kennemer@dallascityhall.com>; Lester, Tenisha <tenisha.lester@dallascityhall.com>; McCloure, Marcus W <marcus.mccloure@dallascityhall.com>; McMillian, Jeremy R <jeremy.mcmillian@dallascityhall.com>; Nigo, Daniel <daniel.nigo@dallascityhall.com>; Pinkney III, Charles <charles.pinkney@dallascityhall.com>; Thomas, Kimela <kimela.thomas@dallascityhall.com>; Thompson, Kevin C <kevin.thompson1@dallascityhall.com>  
**Subject:** Weekly Staff Meeting Discussions 4/1/19

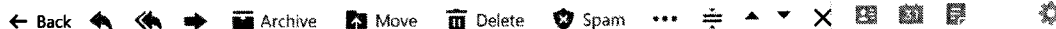
Discussions today in the Meeting:

https://mail.yahoo.com/d/search/keyword=cynthia.jeems%2540dallascityhall.com/messages/86956?guce\_referrer=aHR0cHM6Ly9vdmVydmlldy5t... 1/1

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Cynthia,

Sorry, I forgot to put you on the email that I just sent. I went downstairs to see who was in. No one's in today. So let me wait till I hear back from HR and Megan.

**Thank you,**

**James Shelton Jr. (Jim)**  
Project Development Coordinator/Q-Team

TSBPE I-2218  
City of Dallas | [DallasCityNews.net](http://DallasCityNews.net)  
Sustainable Development & Construction

320 E. Jefferson Blvd., Rm.204

Dallas, TX 75203  
O: (214)-948-4306  
[james.shelton2@dallascityhall.com](mailto:james.shelton2@dallascityhall.com)



---

**From:** Shelton, James  
**Sent:** Monday, October 29, 2018 10:30 AM  
**To:** Wimer, Megan  
**Cc:** Gay, James; Sikes, Phil; Stewart, Anthony; Prentice, Nicholas  
**Subject:** need to schedule meeting for Cynthia Jeems complaint.

Megan,

I need your assistance. Cynthia Jeems has a complaint that needs to be addressed at your earliest convenience.

**Thank you,**

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Groceries

Travel

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**From:** Jeems, Cynthia D  
**Sent:** Monday, October 29, 2018 9:54 AM  
**To:** Prentice, Nicholas <nicholas.prentice@dallascityhall.com>  
**Subject:** Office concerns


---

**From:** Jeems, Cynthia D  
**Sent:** Monday, October 29, 2018 8:27 AM  
**To:** Shelton, James  
**Subject:**

Good morning Jim,

On October 18, 2019, I was standing outside talking to someone and Clinton Bird and Richard Conger spoke out and told the person to watch me. On Friday, October 26, Susan McCrum took it upon herself to say to "watch me because I am trouble." Richard Conger has not been here long enough to even make that type of assessment of me, therefore, I know that someone has been discussing me to him. Clinton Bird has told someone this on more than one occasion and then they try to make it appear that I am the issue or am hard to work around. I am not the problem and am tired of being casted in that light. I am not a trouble maker, nor do I need to be watched. It is sad that when a person of African American descent speaks up for herself or demands the respects that she not only deserves but gives to others name is being slandered in such a manner. The people that need to be watched or the trouble makers are the people walking around this office thinking they can undermine me, sabotage me on my job or try to treat me less than. Please offer me some resolve of this issue.

Thank you,



**Cynthia Jeems MS, RS**  
Sanitarian Health Plans Examiner  
Express Q Team  
City of Dallas | DallasCityNews.net  
Sustainable Development & Construction

Oak Cliff Municipal Center  
320 E. Jefferson Blvd., Room 204  
Dallas, TX 75203

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To: <[Elaine.chandler@dallascityhall.com](mailto:Elaine.chandler@dallascityhall.com)>

Good morning Elaine,

I am only forwarding this email to you because we have previously discussed during the meeting last week and I wanted to ensure that you had this email. I know that I am getting back lash because I am the African American woman that has the audacity to speak up and out but if our forefathers would have remained silent, we would still be in bondage.

Thank you,  
Cynthia Jeems

**I am only sending this email because it corroborates**

**----- Forwarded message**

From: **Cynthia Jeems** <[cynthiajeems@gmail.com](mailto:cynthiajeems@gmail.com)>

Date: Sun, Dec 2, 2018 at 8:29 AM

**Subject: Racist behavior**

To: Shelton, James <[james.shelton2@dallascityhall.com](mailto:james.shelton2@dallascityhall.com)>

Good morning Jim,

Please be advised that this correspondence comes to you as an official complaint about the racist behavior that continues to plague the office of the Q-Team # 204. On November 2, 2018, Richard Conger left out of the Q-Team meeting and came back after fifteen minutes of which I was waiting for Marcus McCloure (electronic plan reviewer) to complete his review. As soon as Richard Conger returned, Marcus slid the plans to him. I spoke out and asked Kimella Thomas isn't there an order in which the plans are to be reviewed by trades during the Q-Team and she responded yes it is suppose to go in the order in which it takes the longest to review and I know that it takes me much longer than electrical and plumbing because as the health reviewer, I have to look at practically all of the sheets within the plan. After I spoke out, Richard tried to slide me the plans, I said no, I will wait on the plans that Kevin Thompson and Greg Franklin were sharing. After Kevin completed his review and slid the plans to me I moved on the other side of the table to have more elbow room and Marcus McCloure started laughing. On November 30, 2018, after Phillip Killemer (building reviewer) completed his review, he got up and took the plans to Clinton Bird and Clinton Bird told Richard Chamberlain (electrical reviewer) that he would let him take a look at the plans first. Clinton Bird left the Q-Team meeting. While he was out, I was looking for the plans that had the architectural sheets so that I could review them. I asked Richard Chamber if the plans he was looking at contained any architectural sheets and he replied no. I then asked the architect that was present during the meeting did he know were the second set of plans with the architectural sheets and he looked

around and pointed to the ones that Richard Chamberlain was reviewing, so Richard Chamberlain lied. Richard Chamberlain then told me the plans. Richard Chamberlain was trying to hold the plans for Clinton Bird. All of this is happening again during the meeting that Kimella Thomas was coordinating. I know maybe none of them like me because I will not tolerate the fact that they are sitting of the wrong side of history. Slavery is over and there is absolutely no place in workforce for harassing racist behavior. Kimella Thomas condones this type of behavior because she has displayed racist behavior towards me before by telling me when I first started working for the city and had not been working there very long that she as a Caucasian female, that she was ready for me, an African American was ready for me to start doing plans and that she told you that she was ready for me to start reviewing plans. She was speaking above her pay grad because she sat next to me and was not my supervisor.

I know Clinton Bird is the mastermind behind all of this because the new people would not know about anything that has transpired within the Q-Team office unless someone tells them. I

actually heard Clinton Dine trying to - excuse Meghan McCloskey - to complain to someone on the

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The projects are as follows:

Bowlisk's located at 1825 Abrams;

Family Dollar located at 2415 S. Beltline; and

Dallas Aviation located at 7701 Lemmon.

Thank you,

Cynthia Jeems

From: Shelton, James

Sent: Wednesday, April 24, 2019 11:22 AM

To: Jeems, Cynthia D <cynthia.jeems@dallascityhall.com>

Subject: RE: Notification of work.

Cynthia,

Which projects were they?

Thank you,



James Shelton Jr. (Jim)  
Sr. Project Development Coordinator /

Q-Team

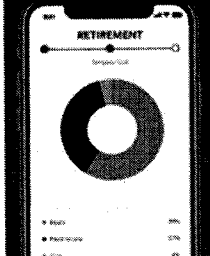
TSBPE I-2218  
City of Dallas | DallasCityNews.net  
Sustainable Development & Construction

320 E. Jefferson Blvd., Rm.204

Dallas, TX 75203  
O: (214)-948-4306  
james.shelton2@dallascityhall.com



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1500 Marilla Street  
 City hall auditorium L1FN  
 117132  
 Account # 9237345  
 Myaccount@chryslercapital.com

Big T 4515 Village Fair

9/1.17 Jim Shelton took me down stairs to speak to Cynthia Hardage and she stated that she refuses to train me and has not.

9.21.17 Kimella stated that she asked Jim when was I going to start doing plans because she had o go down stairs an out some plans  
 9/20/17. C. HARDAGE stated that she would help train me but until this day has not done so.  
 9.20.17 informed L. GARCIA that J. Shelton asked me to come back to the office this afternoon and she kept me out late deliberately. I reminded her of how I needed to go back to the office at 3:35 and she pulled into the parking lot and backed in telling me about her personal life. I pointed at the clock and told her that someone had spoken to Jim about me coming back to the office around 4:45 pm. I just asked her to get me back to the office because I didn't want Jim to think I was disrespecting his directive.

Went to a bar on Davis street and the custodian asked L. GARCIA about going out on different inspections on site and she asked him where was she and weren't we at 3221 Davis and this is what we will be discussing right now.

9/25 Kimella Thomas came into my cubicle and stated that are you back for good I said what do you mean and she said will you be staying in because I am ready for you to start doing plans. I said I am doing what my supervisor tells me to do then she proceeded to come around looking into my monitor trying to see what I was doing and followed me out the door.

9.26.17 asked L. GARCIA about the permit application process and she stated she was not going to train me on that let the people upstairs that makes all the money do that  
 SHAR CAME UP TO ME AROUND 8:30 AM HANDING ME A PLAN AND I STAYED THAT I WAS GOING OUT INTO THE FIELD. HE SAID OH WELL I WILL PUT IT ON THE RACK OVER HERE SO YOU WILL KNOW WHERE IT IS. TOO MANY CHIEFS AND NOT ENOUGH INDIANS

9/27/17 I reported Kimella Thomas actions to Tenisha and Daniel and they told me that she should not be doing that. I wanted to know if she was a supervisor.

9.27.17 In Wendy's with L. GARCIA and she stated in tired of sitting looking into the kitchen and you're sitting facing traffic , come on let's move to another table. Petty, what difference does it make.

9.27.17.4150 camp wisdom TALKED TO THE MAN AT THE Mexican real taco and told the man that she has nothing to do with electric that he called her while she was at another facility. The guy tried to explain that he was trying to do the right thing that he was frustrated and she 23rd him to keep that frustration over there with him because he's trying to bring her problems. She told him to call electric so that he can get his electricity turned on because she cannot pass him without it and t grrr en asked him condecendingly does that make sense to him.

It is so petty. I sat at the table not paying attention to how or what I was facing and Mighty Joe Young says to me that she is tired of me sitting facing the traffic and she had to sit facing the kitchen so she says come on were are moving to another table. I got up and sat down again facing the traffic. It doesn't make since. The guy working the register was rude when I asked him for some salt so I stated that pur people starve for a lack of knowledge because he's a young black boy and he should not be rude on his job. I then went on to say that when you're rude to mean for no reason I will check it on site because people don't get paid to be rude on so

9.27.17 7/11 5950 R. L. THORTON the first time L. GARCIA actually showed me on paper and explained what she was issuing a notice of violation on.shes rude and talk to the citizens of Dallas crazy.

Most of these people talk about each other and laugh in each other's face.

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Needed notes 3.22.19 2

Yahoo/Sent

**Cynthia Jeems** Green tea, choline, chromium, HCA. Need creatin fc Mar 22 at 8:11 PM

 **Cynthia Jeems** <cynthiajeems@yahoo.com> Mar 22 at 8:12 PM  
To: Cynthia Jeems

Green tea, choline, chromium, HCA. Need creatin for muscle growth . Quick gain for muscle mass

Drucker's Intra Max 5HTP

HF10 and herb to order medicine for neuroopathy. Buy bio flux keto

Amiripityline is good for nerve damages

Hydrocin used for water retention contains juniper, dandelion, green tea and parsley

B6 and magnesium oxide are good for water retention buy glucamannin and whet protein for water and weight loss

Lucktastic and digit app

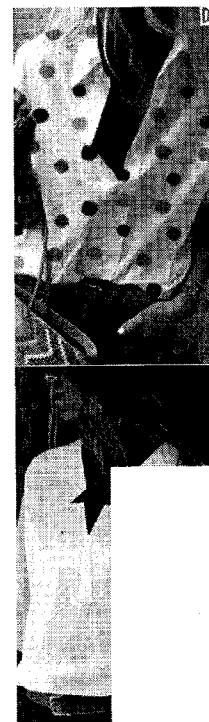
3.5.19 Called and complained about the tenant in 3042, at 11:29 received a call back at 11:39 PM but once I said hello twice received no reponses.

3.6.19. I walk into the Q-Team meeting and noticed that everyone else review sheets had been separated. I asked were there health sheets and Richard Conger replied, yes. I then asked who separated the sheets and Richard Conger said he did but he knew there was health sheets. Richard then asked me to slide down and look at his sheets and then Mark McClure slid down to where I usually sit at the end of the table. I then went and sat next to him and replied that I was sitting where I usually sit and asked him if he could slide down so that we I could have room to review my plans and he stated he would but I should not have to ask him that. Mark asked Richard to move down and he said we are fine. Vickie Baker finally came in and stated that there were no health sheets and that they were going to ask someone to bring them in. I then asked Kim Haney if she wanted me to stay and she said to leave and she will let me know when they bring in the health sheets. I will see if there is a continuous pattern of this racist behavior. The project is Lake Highlands School 9449 Church Road 1902111062. I do remember that during the Valentine's day gathering, Janelle, Vickie's daughter in law was present and said she was retiring because she couldn't continue to work with Vickie Rader. Beach nut hair product

3.18.19 Good morning Jim! I've been up since after 4 am and am still having shortness of breath and light chests. I'm overwhelmingly anxious with the thought of coming to work. I'm going to take a Bayer aspirin and try to get my breathing under control. I'm restless and I need some sleep. I am requesting today off.

3.21.19 Samuel James was telling me that James Shelton was told the during the meeting yesterday that they can start utilizing me more down stairs in 105. That's a breach in my contract because I was hired for the Q Team not downstairs. Their are 3 people down stairs and only me upstairs they've already breached my contract once by not discosing to me that I would be doing the job that 3 people use to do. I was told that they had been checking my numbers and productivity. The want me to answer calls and The odd thing is two weeks ago Sam said he usually only have 2 inspections a day and this week he only had 1 per day. Now I trying to understand why they do not have him in the office answering calls and questions He doesn't have any work to do. I have plenty of work to do. I find it quite odd that after my meeting with HR that they have a meeting discussion my productivity.

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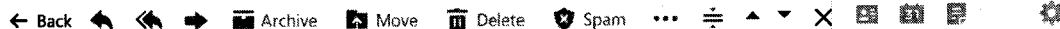


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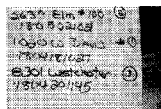
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**Cynthia Jeems** <cynthiajeems@yahoo.com>

Mar 22 at 8:10 PM



To: Cynthia Jeems

Sent from Yahoo Mail on Android

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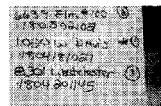
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**Cynthia Jeems** <cynthiajeems@yahoo.com>

Mar 22 at 8:10 PM



To: Cynthia Jeems

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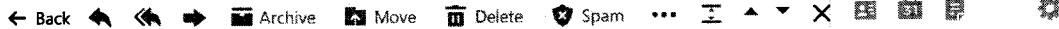


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Sam's club membership number 10142100894115484L

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The 13 and the cow conspiracy

2759 Irving boulevard

UPS tracking number

9500115878647320136884

Kala Smith Director of Human resources for Collin County Community college 9727583852

Kasmith@collin.edu

Toothacres.com

972.492.3711

Shannon Thompson Melissa and Kevin Strause

Just fashion Now What wears

Thezackjohnson

1.3.18. Spoke to Chuck and complained about how my ceiling is cracking from the excessive stomping from 3042 and also asked for the Officers name and he stated it was Kevin Matthews and that he works for the hospital district. I also told him that I know that they will probably try to raise my rent sky high or not renew my lease.

Samsung ticket # 4146898854

Ariala w/ 2 miniature Datsun Jersey and Slipper

VCAA vet on Airport FWY

3.6.18. Explained to Jim about Quick Trip at 1215 John Carpenter Freeway and 1449 In wood and told him how rude the lady was and that she hung up the phone on me while explaining the revulsion for the floor drain. I told him they didn't want to do the drains and he asked C Bird if t grrr st wanted to do the floor drains and he stated no that the guy had been rude to me

3.7.2018

Deco drive Daniel Nigo called me a trouble maker in front of the customer. I pulled him to the side to ask him to refrain from calling me a trouble maker in front of the customers because it places me at a dis advantage and I told my supervisor as well Jim Shelton that he called me a trouble maker in front of the customer

Lexus lightbulb HID

3.13.18 had a 1:30 meeting with coordinator D. Nigo and his instructions were to stamp up the plans although they were not approved because the building is no there at 6417 W. Northwest hwy Chipotle. Daniel stated just stamp the plans up and approve them that they won't go out until he has an approval. He is corrupt along with consultant Raj Sharma that walks around as if he owns the building trying to intimidate people because if who he knows and the fact that he use to be the building official. Clinton Byrd was upset and stated that he couldn't approve the plan until I do. Charles came over and pointed on my plans asking what was that and I stated put your finger right there. Someone stated that's sexual harassment and I stated no it's not so Clinton Byrd states well I just attended a sexual

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FW: Complaint and Awareness of further harassment  
and proof that I am working in a hostile work  
environment 2

Yahoo/Inbox



**Jeems, Cynthia D** <cynthiajeems@dallascityhall.com>  
To: cynthiajeems@yahoo.com

Mar 20 at 2:58 PM

**From:** Jeems, Cynthia D**Sent:** Tuesday, September 25, 2018 9:07 AM**To:** Stewart, Anthony <anthony.stewart@dallascityhall.com>**Subject:** FW: Complaint and Awareness of further harassment and proof that I am working in a hostile work environment

Good morning Mr. Stewart,

It has been brought to my attention this morning that a plan has been stamped and approved that I do not have records for and is not my hand writing on the health sheet that was stamped nor was I the one that approved the plan in posse, Medical City located at 11990 N. Central Expressway, permit # 1808131088 I wonder if it is a coincidence that Daniel Nigo was the coordinator on this plan. As I stated before, I do not know who I can trust in this department and I knew it was going to be a conspiracy formed against me to get me fired. I know that the people that I have spoken truth about are out to get me and have made other departments aware as well so that they can be against me as well. I think I need some City of Dallas sponsored time off because all of this is causing me undue stress and inability to focus. Please advise.

Thank you,

Cynthia Jeems

**From:** Nigo, Daniel**Sent:** Friday, June 1, 2018 1:24 PM**To:** Jeems, Cynthia D <cynthia.jeems@dallascityhall.com>**Subject:** RE: Complaint

Cynthia,

Per our conversation this afternoon, I want assure you, in no way do I want you to feel not part

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Dallas, TX 75203  
O: (214)-948-4306  
[james.shelton2@dallascityhall.com](mailto:james.shelton2@dallascityhall.com)



**From:** Jeems, Cynthia D  
**Sent:** Monday, October 29, 2018 8:27 AM  
**To:** Shelton, James  
**Subject:**

Good morning Jim,

On October 18, 2019, I was standing outside talking to someone and Clinton Bird and Richard Conger spoke out and told the person to watch me. On Friday, October 26, Susan McCrum took it upon herself to say to "watch me because I am trouble." Richard Conger has not been here long enough to even make that type of assessment of me, therefore, I know that someone has been discussing me to him. Clinton Bird has told someone this on more than one occasion and then they try to make it appear that I am the issue or am hard to work around. I am not the problem and am tired of being casted in that light. I am not a trouble maker, nor do I need to be watched. It is sad that when a person of African American descent speaks up for herself or demands the respects that she not only deserves but gives to others name is being slandered in such a manner. The people that need to be watched or the trouble makers are the people walking around this office thinking they can undermine me, sabotage me on my job or try to treat me less than. Please offer me some resolve of this issue.

Thank you,



**Cynthia Jeems MS, RS**  
Sanitarian Health Plans Examiner

Express Q Team  
City of Dallas | [DallasCityNews.net](http://DallasCityNews.net)  
Sustainable Development & Construction

Oak Cliff Municipal Center  
320 E. Jefferson Blvd., Room 204

Dallas, TX 75203  
O: (214) 948-4018  
[cynthia.jeems@dallascityhall.com](mailto:cynthia.jeems@dallascityhall.com)



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Thank you,  
Cynthia Jeems

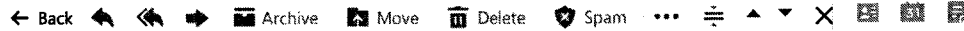
May 25 at 10:12 AM

----- Forwarded message -----  
From: **Cynthia Jeems** <[cynthiajeems@gmail.com](mailto:cynthiajeems@gmail.com)>  
Date: Sun, Dec 2, 2018 at 9:01 AM  
Subject: Racism complaint  
To: Shelton, James <[james.shelton2@dallascityhall.com](mailto:james.shelton2@dallascityhall.com)>

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Fw: Requested days off due to mental anguish 3

Yahoo/Inbox



Cynthia Jeems &lt;cynthiajeems@yahoo.com&gt;

Mar 14 at 1:58 PM

To: James Shelton

Good afternoon Jim.

During our conversation yesterday afternoon I truly believe that you were trying to intimidate me and you are the last person that I would have ever thought I would be having this conversation with, therefore, I am not only requesting this afternoon off but tomorrow as well I cannot begin to tell you how tired I am of everything that I am being subjected to in the Q-Team office when I have not done anything to deserve an of this but try to protect myself. It is so stressful and disheartening.

Thank you,

Cynthia Jeems



Cynthia Jeems &lt;cynthiajeems@yahoo.com&gt;

May 25 at 10:07 AM

To: Cynthia Jeems

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Cynthia Jeems &lt;cynthiajeems@yahoo.com&gt;

May 25 at 10:09 AM

To: Cynthia Jeems

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**You should discuss the potential benefits and risks of HUMIRA with your doctor.**



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**Fw: Out of office** 3

Yahoo/Inbox

**Cynthia Jeems** <cynthiajeems@yahoo.com> Apr 25 at 6:56 AM

To: KeJuan Smith  
Cc: James Shelton  
Bcc: shahla.layendecker@dallascityhall.com

Good morning,

Yesterday, April 24, 2019 and several other days before, I have been working under duress, therefore, I have requested to take another metal anguish day off.

Thank you,

Cynthia Jeems

**Cynthia Jeems** <cynthiajeems@yahoo.com> May 25 at 10:03 AM

To: Cynthia Jeems

> Show original message

**Cynthia Jeems** <cynthiajeems@yahoo.com> May 25 at 10:05 AM

To: Cynthia Jeems

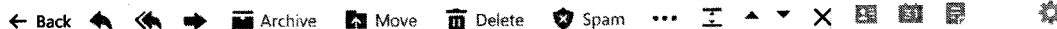
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Re: FW: Investigation 20

Yahoo/Inbox ★



Jeems, Cynthia D &lt;cynthiajeems@dallascityhall.com&gt;

To: cynthiajeems@yahoo.com

Apr 24 at 12:12 PM ★

**From:** Jeems, Cynthia D**Sent:** Wednesday, April 24, 2019 12:13 PM**To:** Shelton, James <james.shelton2@dallascityhall.com>**Cc:** Smith, KeJuan <kejuan.smith@dallascityhall.com>; Wimer, Megan

&lt;megan.wimer@dallascityhall.com&gt;

**Subject:** RE: Investigation

Good afternoon Jim,

Thank you. I am not in agreement to signing any confidentiality form. All of this is causing me undue stress on my job. I am requesting 7 mental anguish work days off my from this job. I feel like all that I have encountered is happening to me because I am African American and the fact that I speak up for myself when I have been mistreated. I am not at fault in any of this and all of this harassment and intimidation is stressing me out on my job and affecting the ability for me to be able to do my job properly. Please advise

**From:** Shelton, James**Sent:** Wednesday, April 24, 2019 12:04 PM**To:** Jeems, Cynthia D <cynthiajeems@dallascityhall.com>**Cc:** Smith, KeJuan <kejuan.smith@dallascityhall.com>; Chandler, Elaine Y

&lt;elaine.chandler@dallascityhall.com&gt;

**Subject:** RE: Investigation

Cynthia,

I was just asked to ask you if you would sign the form to proceed with the investigation. So No, I'm not telling you to sign the form, I'm just asking. It's up to you about signing it, not me.

Thank you,



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**Fw: Follow up meeting** 3 Yahoo/Inbox

**Cynthia Jeems** <cynthiajeems@yahoo.com> May 2 at 4:46 PM  
To: KeJuan Smith  
Cc: Erica.Chandler@dallascityhall.com

Good afternoon KeJuan,

Please be advised that this correspondence comes to you as an official request to (1) provide me with a copy of any disciplinary action up to a copy of a letter of termination (2) I have requested to not be treated, harassed or intimidated on my job is what I felt from you today. You stated in the meeting that there is something already in writing as it relates to me and disciplinary actions up to termination. Kindly provide me with copies of any or all documents. Moreover, all that I have been subjected to continues to place me in a hostile work environment and causing me undue stress. I am certain that I would not be subjected to such intimidation, harassing and threatening behavior if I was not a 45 year old African American female.

Thank you,  
Cynthia Jeems

Sent from Yahoo Mail on Android

⏮ ⏭ ➡ ⋮

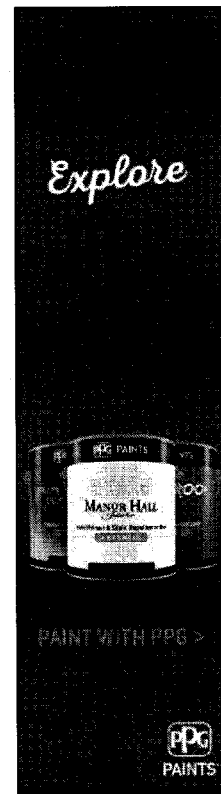
**Cynthia Jeems** <cynthiajeems@yahoo.com> May 25 at 10:01 AM  
To: Cynthia Jeems

> Show original message

**Cynthia Jeems** <cynthiajeems@yahoo.com> May 25 at 10:03 AM  
To: Cynthia Jeems

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Fw: Intimidation 4

Yahoo/Inbox



Cynthia Jeems &lt;cynthiajeems@yahoo.com&gt;

Mar 24 at 7:28 PM

To: kejuan.smith@dallascityhall.com

Cc: Elaine.Chandler@dallascityhall.com

Good evening KeJuan,

Tanisha Lester has been walking around the Q-Team office daily. Last week I went to pick a paper that I had printed out off the copier machine and when I turned around, I say staring at me out of the corner of her eye. I feel like she is trying to intimidate me. I know that she does not like me, therefore, I am not certain of what she is capable, especially since I filed a complaint against her. Her stride is very confident as if she knows something I do not almost as if there will be no repercussions for her actions. I just wanted to bring awareness to my level of discomfort in this situation.

Thank you,  
Cynthia Jeems[Sent from Yahoo Mail on Android](#)

Cynthia Jeems &lt;cynthiajeems@yahoo.com&gt;

Apr 11 at 9:34 AM

To: william.harrison@eeoc.gov

[Sent from Yahoo Mail on Android](#)

I

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Cynthia Jeems &lt;cynthiajeems@yahoo.com&gt;

May 25 at 9:31 AM

To: Cynthia Jeems

&gt; Show original message



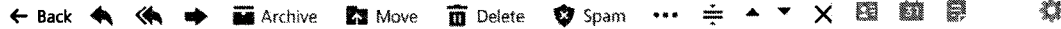
Cynthia Jeems &lt;cynthiajeems@yahoo.com&gt;

May 25 at 9:33 AM

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Fw: Complaint 4

Yahoo/Inbox



Cynthia Jeems &lt;cynthiajeems@yahoo.com&gt;



Mar 8 at 7:56 PM

To: KeJuan.Smith@dallascityhall.com

Good evening KeJuan,

I am forwarding this email to you because this is the second time someone has grabbed me by the arm in The Q-Team office. I feel like things are being done in the office to antagonize me to behave negatively at work. I feel that Tenisha Lester is definitely trying to sabotage my job. In addition, I was in a scheduled Q-Team meeting on Wednesday, March 6, 2019 and each of us usually sit in the same seats according to the trade. I usually sit at the end of the table and Marcus McClure sits beside me. The plans were on the table and Richard Conger and Marcus McClure felt the need to separate the tables and place their clips on so tha only the two of them could occupy that space. I asked about the kitchen plans and Richard Conger responded that he knew there were kitchen plans so they were aware that I needed to be in attendance at the meeting. However neither attempted to make room for me. It is sad that I had to ask Mark McClure to scoot down so that I could have room to review my set of plans. When I asked him he said "sure," but when he asked Richard to move down he replied "We are fine." May I add that both of them are Caucasian. I dont think they understand that it is har to decipher when a Caucasian person is being racist, so everything is perceived as racist, especially considering all that I have been subjected to since I have been working in this office. I did speak to Jim about this situation yesterday and he said that he would talk to him. I appreciate that but this has become a pattern and although I can forgive a lot of things, I cannot forget all that has transpired and how this makes me feel. I cannot for the life of me understand the mistreatment and retaliation because disrespect and mistreatment will not be tolerated from anyone. So we should all be able to have mutual respect of person and get the job done both individually and collectively. Please advise.

Thank you,  
Cynthia Jeems

Sent from Yahoo Mail on Android

— Forwarded Message —

From: "Cynthia Jeems" &lt;cynthiajeems@yahoo.com&gt;

To: "kejuan.smith@dallascityhall.com" &lt;kejuan.smith@dallascityhall.com&gt;

[Show original message](#)

Cynthia Jeems &lt;cynthiajeems@yahoo.com&gt;



Apr 11 at 9:33 AM

To: william\_harrison@eeoc.gov

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(No Subject) 2

Yahoo/Inbox

Cynthia Jeems ...I noticed that Tenisha Lester has not been back to... Apr 24 at 4:00 PM

Cynthia Jeems <cynthiajeems@yahoo.com> Apr 24 at 4:00 PM

To: Cynthia Jeems

Desise38930 -financial aid  
4.12.19 R. Conger arrived at work at 8:16 am  
C.Bird arrived at work at 8:42 am  
R. Conger left for lunch at 11:47 am and returned at 1:26 pm left at 4:30 pm  
Richard Conger is still talking over me during the meeting.  
4.15.19. Kim Haney mentioned that about 8 people went to lunch on 4.12.19. I had no clue about this happening. The others got back before Richard Conger and Clinton Byrd.  
I dont trust any of them. I dont even want to be here at work with them and definitely not do anything with them outside of work. After I filed my charge they want to have team building events. I dont want to be a part of nothing that involves any of them  
4.16.19 I was downstairs talking to Samuel James and Lashawn Garcia and Sam asked me what was my title for the Q-team and I said Sanitarian. He said they are going to have to change that to plan reviewer, they have us categorized wrong. We should be G and they have us as H. We are not Sanitarian that's what they do on Goforth. I have notice that since I filed my charge that Richard Chamberlain and Marcus McClure have been trying to be very friendly with African Americans in the office.  
4.17.19 All of the white men had attitudes in b.c the office today.  
4.17.19 R.conger and C. Bird left for lunch at 12:01 PM and returned at 1:17 pm  
For the last two months, Marcus McClure, Kevin Thompson and Richard Conger have gone out of their way to speak and call my name specifically, now Kevin has started speaking to others not to make it look so obvious.  
I noticed that Tenisha Lester has not been back to the Qteam office  
4.19.19 Marcus McClure cant seem to look me in the face  
C.Bird arrived to work at 8:55am  
one one

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Good afternoon Tenisha,

I have noticed that a lot of our encounters have been unpleasant beginning with an office luncheon that we had and I prepared a salad for a co-worker per her request. I remember you saying that "you did not like olives and why did I add them to the salad?" and I responded by stating that "I added the olives because they were one of the toppings she brought to be placed in her salad." You then replied, "I want things my way" and I stated, "No I want what is fair." This somehow led to you standing up implying that we were going to fight and that you were going to lose your job today. Not even two weeks later you grabbed my arm pulling me out in the hall way implying that we were going to fight again. Often times, I have noticed that when you speak to me, that it is very combative, loud, aggressive and demeaning and you do this in front of an audience (most of the time) but try be nice when my supervisor is present. I am aware of the game you are playing and I prefer not to play this game with you during work hours. I have never played with you in this manner. I speak to you and treat you as/like adult and have never placed my hands on you and moving forward expect the same courtesy.




Thank you,



**Cynthia Jeems MS, RS**  
Sanitarian Health Plans Examiner


Express Q Team  
City of Dallas | DallasCityNews.net  
Sustainable Development & Construction

Oak Cliff Municipal Center  
320 E. Jefferson Blvd., Room 204  
Dallas, TX 75203  
O: (214) 948-4018  
[cynthia.jeems@dallascityhall.com](mailto:cynthia.jeems@dallascityhall.com)

**\*\*OPEN RECORDS NOTICE:** This email and responses may be subject to the Texas Open Records Act and may be disclosed to the public upon request. Please respond accordingly.\*\*

← ↶ ↷ → ...

 **Jeems, Cynthia D** <cynthia.jeems@dallascityhall.com>  
To: cynthiajeems@yahoo.com

Mar 6 at 10:05 AM ★

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Conversation with Jim 3.7.19

Yahoo/Inbox



Jeems, Cynthia D &lt;cynthia.jeems@dallascityhall.com&gt;

Mar 12 at 9:28 AM

To: cynthiajeems@yahoo.com

I went to Jim's office and spoke to him about Richard Conger's and Clinton Birds behavior. I told him that Richard Conger had a bad habit of speaking over me during the Q-Team meetings. On 2.12.19, we had a meeting with a Group from Eno's Pizza Dough located at 3111 Olympus and he told the client that they could put the mop sink in the elevator and I stated, no the mop sink cannot go in the elevator, so the customer Donna (the applicant) called him out about giving out the wrong information. During the meeting, the architect red lined the plans and drew in the mop sink on the second floor, Richard Conger held the plans up because he wanted the mop sink on the plumbing page. On 3.6.19, we had a meeting for Lake Highland High School locate at 9449 Church Road and I was speaking to the MEP person on record and explained to him that the front food hot well lines required floor drains and Richard Conger over spoke me again stating that yes, I need you to put floor drains in this area. On 3.7.2019, we had a meeting with Parks and recreation (Exile aquatic park, located at 22525 Pine) that had not been set up completely and neither had health information attached to the permit. I was talking to one of the architects at the meeting and was telling him that a restroom was required and Clinton Bird, leaned over and asked in front of the customer, can't they just use the hand sink in the kitchen, I replied, no they cannot. I spoke to Jim about how Marcus McCloure and Richard Conger behaved during the meeting on 3.6.19. I was told that Vickie Rader that no longer is employed with the City and is now working as a consultant came in and separated the plans. I asked who separated the plans and where were the health sheets because I had already checked and knew I was suppose to be a part of the meeting. Richard Conger replied that he knew there were some health sheets in the plan so he said it loud enough for everyone to know that I needed to be at the meeting. Richard Conger asked me to come down and take a look at his plans and I did not see any health sheets in the set of plans. I then went and sat on the other side of Marcus McCloure, where I usually sit and saw how they had separated the tables with no way for me to have a way to review my plans once they found them. I then had to ask Mark McCloure if he could slid down so that I can have room to review my health sheet. He replied sure and then asked Richard to slide down and he replied, we are fine. After explaining all of this to Jim, he asked if they were already looking at the plans and if the meeting had started, I said no. It doesn't matter if they were looking at the plans or not. The principle of the situation is that I shouldn't have to ask them to make room for me when Marcus McCloure was sitting where I usually sit and we all sit in the same seats during the Q-Team meeting ever since I have been employed with the City of Dallas. HE then stated that he encouraged them on Monday, the day I was out (how convenient) to start asking questions during the meeting and that he did not see anything wrong with them asking me questions or saying what health required during the meeting. I replied that it made t appear that I am incompetent and I don't feel that it is appropriate that they challenge me in front of the customers when I am the health reviewer not them that they review plumbing sheets. I stated that Richard Conger was giving out the wrong information and I would not challenge them in the meetings, nor would I speak for them because I don't want to misinform someone or step on my co-workers toes. HE replied, well plumbing and health are so related. I told him that all of a sudden they just started behaving in this manner and it had never been like this before. He replied well we all should ask each other questions and challenge one another during the meetings. I stated that these customers are spending a thousand dollars a hour not with the hopes of us asking each other questions during the meetings and challenging each other during the meetings, they pay this money with the expectation that they are dealing with professionals and they know what they are doing. I failed to mention that he encouraged me to start moving other people plans out of my way and lay mines out on the table during the meeting. I replied, I am not that person. I told him that health requires floor drains and plumbing requires floor sinks. I know he knew this because we had this discussion last year but trying to justify Richard's actions again, he began to look up the regulation only to come back and say, yes that is right, health requires floor drains and plumbing requires floor sink. He then stated that he would talk to them and he understood



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FW: Meeting 5

Yahoo/Inbox

 **Jeems, Cynthia D** <cynthia.jeems@dallascityhall.com>  
To: cynthiajeems@yahoo.com

Mar 19 at 8:09 AM

**From:** Jeems, Cynthia D  
**Sent:** Tuesday, March 19, 2019 8:09 AM  
**To:** Smith, KeJuan <kejuan.smith@dallascityhall.com>  
**Subject:** RE: Meeting

Good morning KeJuan,

I did send you detailed email informing you that I was not in attendance to being stuck in traffic for almost two hours. My phone was at 1% so I did not have a way to contact you. Also, I called and left a detailed message on your phone explaining to you why I was not in attendance and I apologized. Please do not try and make this appear that I am not willing to cooperate with human resources when this could not be further from the truth. I do believe your job includes helping me as the employee not attacking me as if I have not had any correspondence with you. Also, the subject in our last correspondence stating "Possible concerns," did not lead me to believe me that you are taking my complaint seriously. Please do not make me appear to be unwilling to meet with you and difficult because that could not be further from the truth. Should I be concerned about your willingness to be fair and impartial in my complaint? My complaints about this department have always been valid and you have to be briefed on the history of everything that I have endured before insinuating anything. I have been out for the last three work days and am just now seeing this meeting. You stated below to confirm this meeting today, Tuesday, March 19, 2019, what time and where am I to meet with you? Please advise.

Thank you,

Cynthia Jeems

**From:** Smith, KeJuan  
**Sent:** Thursday, March 14, 2019 1:18 PM  
**To:** Jeems, Cynthia D <cynthia.jeems@dallascityhall.com>  
**Cc:** Shelton, James <james.shelton2@dallascityhall.com>  
**Subject:** Meeting

Cynthia,

The COD Human Resource department strives to provide exemplary service to all its

https://mail.yahoo.com/d/search/keyword=cynthia.jeems%2540dallascityhall.com/messages/51649?guce\_referrer=aHR0cHM6Ly9vdmVydmlldy5t... 1/1

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KeJuan Smith about Tanisha Lester

Yahoo/Inbox



Jeems, Cynthia D &lt;cynthiajeems@dallascityhall.com&gt;



Mar 22 at 3:28 PM

To: cynthiajeems@yahoo.com

I just hung up from talking to KeJuan Smith and he ws asking about the other people that Tanisha Lester has had run-ins with. I gave him the following:

1. Jenniffer Allgaier
2. Olga Torres-Holyoak
3. Donna Garza
4. Kim Haynie

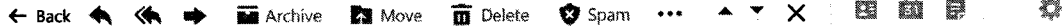
I spoke to Kim Haynie last week and she told me that Tanisha had been reported to HR twice and maybe the third time they will believe you. Also, Donna Garza told me that Tanisha Lester made Jennifer Allgaier cry. Also, I was standing at Lisa's Davis cubicle and Tanisha Lester was telling her how she and Olga had gotten into it and they had to tear them apart. The day after my meeting with KeJuan and Elaine, I could tell the difference in my co-workers. I walked into the break room where Jim and Charles were talking and Charles saw me and they both stepped out of the room. This gave me the impression that they told them to watch what they say around me. Also, Richard Conger stopped speaking and James Shelton (Jim doesn't come my way. Tuesday, when I came to work, Jim kept walking past me like I was not here. Richard Conger, Marcus McClure, Richard Chamberlain and Kevin Thompsn have gone out of their way to speak to me and Daniel Nigo, Richard Conger are going out of their way to be nice to me and Richard Conger and Kevin Thompson make sure they call my name in front of everyone when they speak to me. Most of them have not been doing this but once I report to HR they go over board trying to be nice. They had a group luncheon today and I did not feel comfortable fellowshiping with them because I do not trust any of them. Kimela Thomas specifically came to my cubicle and stated that she bought a vegetable tray and other things just for me. I do not feel safe eating anything they specifically bring for me and do not feel comfortable bringing my lunch daily and leaving it in the refrigerator because I am nervous that they may do something to the food. I have been subject to so much in this office where I will not put anything passed anyone and do not trust them because I have been subjected to so much wrong doing, racists acts and ill treatment that I just do not want to be bothered with anyone or trust anyone. As I told KeJuan and Elaine, I do not want to be employed with the City of Dallas anymore because I have been burned so badly by my co-workers within the Q-Team and how everyone in the building know everything that happens everywhere. KeJuan and Elaine told me that I should start looking within the city for a job but I told them that I know that word of mouth travels within the city and they will try to fire me if I leave this department. I just want out. The Customer from DBU usually speaks to me and today he said nothing when he saw me just excuse me. When Vickie Rader ws here Wednesday she just kept looking at me crazy and Michael told a customer to watch Lashawn and I because we are trouble makers. I thought that was kind of racist and offensive. He is Caucasian and should not be making those statements to us especially since why people use to refer to the slaves that were out spoken as trouble makers.

Cynthia Jeems MS, RS

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be nice when my supervisor is present.&nbsp;</p>=20  
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with you during work hours. I have never played with you in this manner. I=  
speak to you and treat you as/like adult and have never placed my hands on=  
you and moving forward expect the same courtesy.</p>=20  
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FW: Can we talk 2 Yahoo/Inbox

**Jeems, Cynthia D** <cynthiajeems@dallascityhall.com> Mar 6 at 10:04 AM  
To: cynthiajeems@yahoo.com

---

**From:** Jeems, Cynthia D  
**Sent:** Wednesday, March 6, 2019 10:04 AM  
**To:** Shelton, James <james.shelton2@dallascityhall.com>  
**Subject:** RE: Can we talk

Good morning Jim,

I just came to your door and heard yelling so I turned around. I was in the meeting we had scheduled this morning. I stepped out because they did not have the kitchen sheets so I decided to take a look at Flying Saucer, the plan you asked me to take a look at this morning yesterday afternoon. I was just told that the sheets are now here. Would you like me to come to your office when I am done with the meeting?


---

**From:** Shelton, James  
**Sent:** Wednesday, March 6, 2019 9:59 AM  
**To:** Jeems, Cynthia D <cynthia.jeems@dallascityhall.com>  
**Subject:** Can we talk

Cynthia,

Are you available to talk now. If so come see me please.

**Thank you,**



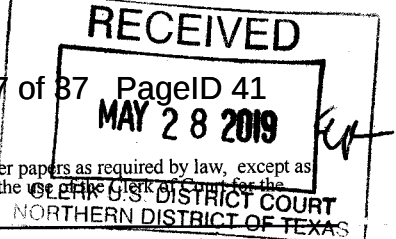
**James Shelton Jr. (Jim)**  
Sr. Project Development Coordinator /  
Q-Team

**Bonylook**

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## CIVIL COVER SHEET

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON NEXT PAGE OF THIS FORM.)



## I. (a) PLAINTIFFS

## DEFENDANTS

(b) County of Residence of First Listed Plaintiff

(EXCEPT IN U.S. PLAINTIFF CASES)

County of Residence of First Listed Defendant

(IN U.S. PLAINTIFF CASES ONLY)

NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED.

(c) Attorneys (Firm Name, Address, and Telephone Number)

Attorneys (If Known)

319 - CV 1270 - N

## II. BASIS OF JURISDICTION (Place an "X" in One Box Only)

- ☒ 1 U.S. Government Plaintiff
- ☐ 3 Federal Question (U.S. Government Not a Party)
- ☒ 2 U.S. Government Defendant
- ☐ 4 Diversity (Indicate Citizenship of Parties in Item III)

## III. CITIZENSHIP OF PRINCIPAL PARTIES (Place an "X" in One Box for Plaintiff and One Box for Defendant)

- |   | PTF                                   | DEF                        |   | PTF                        | DEF                        |
|---|---------------------------------------|----------------------------|---|----------------------------|----------------------------|
| Citizen of This State                   | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 1 | Incorporated or Principal Place of Business In This State     | <input type="checkbox"/> 4 | <input type="checkbox"/> 4 |
| Citizen of Another State                | <input type="checkbox"/> 2            | <input type="checkbox"/> 2 | Incorporated and Principal Place of Business In Another State | <input type="checkbox"/> 5 | <input type="checkbox"/> 5 |
| Citizen or Subject of a Foreign Country | <input type="checkbox"/> 3            | <input type="checkbox"/> 3 | Foreign Nation  | <input type="checkbox"/> 6 | <input type="checkbox"/> 6 |

## IV. NATURE OF SUIT (Place an "X" in One Box Only)

Click here for: Nature of Suit Code Descriptions.

CONTRACT	TORTS	FORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES	
<input type="checkbox"/> 110 Insurance <input type="checkbox"/> 120 Marine <input type="checkbox"/> 130 Miller Act <input type="checkbox"/> 140 Negotiable Instrument <input type="checkbox"/> 150 Recovery of Overpayment & Enforcement of Judgment <input type="checkbox"/> 151 Medicare Act <input type="checkbox"/> 152 Recovery of Defaulted Student Loans (Excludes Veterans) <input type="checkbox"/> 153 Recovery of Overpayment of Veteran's Benefits <input type="checkbox"/> 160 Stockholders' Suits <input type="checkbox"/> 190 Other Contract <input type="checkbox"/> 195 Contract Product Liability <input type="checkbox"/> 196 Franchise	<b>PERSONAL INJURY</b> <input type="checkbox"/> 310 Airplane <input type="checkbox"/> 315 Airplane Product Liability <input type="checkbox"/> 320 Assault, Libel & Slander <input checked="" type="checkbox"/> 330 Federal Employers' Liability <input type="checkbox"/> 340 Marine <input type="checkbox"/> 345 Marine Product Liability <input type="checkbox"/> 350 Motor Vehicle <input type="checkbox"/> 355 Motor Vehicle Product Liability <input checked="" type="checkbox"/> 360 Other Personal Injury <input type="checkbox"/> 362 Personal Injury - Medical Malpractice	<b>PERSONAL INJURY</b> <input type="checkbox"/> 365 Personal Injury - Product Liability <input type="checkbox"/> 367 Health Care/Pharmaceutical Personal Injury Product Liability <input type="checkbox"/> 368 Asbestos Personal Injury Product Liability <b>PERSONAL PROPERTY</b> <input type="checkbox"/> 370 Other Fraud <input type="checkbox"/> 371 Truth in Lending <input type="checkbox"/> 380 Other Personal Property Damage <input type="checkbox"/> 385 Property Damage Product Liability	<input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC 881 <input type="checkbox"/> 690 Other <b>LABOR</b> <input checked="" type="checkbox"/> 710 Fair Labor Standards Act <input type="checkbox"/> 720 Labor/Management Relations <input type="checkbox"/> 740 Railway Labor Act <input type="checkbox"/> 751 Family and Medical Leave Act <input type="checkbox"/> 790 Other Labor Litigation <input type="checkbox"/> 791 Employee Retirement Income Security Act <b>IMMIGRATION</b> <input type="checkbox"/> 462 Naturalization Application <input type="checkbox"/> 465 Other Immigration Actions	<input type="checkbox"/> 422 Appeal 28 USC 158 <input type="checkbox"/> 423 Withdrawal 28 USC 157 <b>PROPERTY RIGHTS</b> <input type="checkbox"/> 820 Copyrights <input type="checkbox"/> 830 Patent <input type="checkbox"/> 835 Patent - Abbreviated New Drug Application <input type="checkbox"/> 840 Trademark <b>SOCIAL SECURITY</b> <input type="checkbox"/> 861 HIA (1395ff) <input type="checkbox"/> 862 Black Lung (923) <input type="checkbox"/> 863 DIWC/DIWW (405(g)) <input type="checkbox"/> 864 SSID Title XVI <input type="checkbox"/> 865 RSI (405(g)) <b>FEDERAL TAX SUITS</b> <input type="checkbox"/> 870 Taxes (U.S. Plaintiff or Defendant) <input type="checkbox"/> 871 IRS—Third Party 26 USC 7609	<input type="checkbox"/> 375 False Claims Act <input type="checkbox"/> 376 Qui Tam (31 USC 3729(a)) <input type="checkbox"/> 400 State Reapportionment <input type="checkbox"/> 410 Antitrust <input type="checkbox"/> 430 Banks and Banking <input type="checkbox"/> 450 Commerce <input type="checkbox"/> 460 Deportation <input type="checkbox"/> 470 Racketeer Influenced and Corrupt Organizations <input type="checkbox"/> 480 Consumer Credit <input type="checkbox"/> 490 Cable/Sat TV <input type="checkbox"/> 850 Securities/Commodities/Exchange <input type="checkbox"/> 890 Other Statutory Actions <input type="checkbox"/> 891 Agricultural Acts <input type="checkbox"/> 893 Environmental Matters <input type="checkbox"/> 895 Freedom of Information Act <input type="checkbox"/> 896 Arbitration <input type="checkbox"/> 899 Administrative Procedure Act/Review or Appeal of Agency Decision <input type="checkbox"/> 950 Constitutionality of State Statutes
<b>REAL PROPERTY</b> <input type="checkbox"/> 210 Land Condemnation <input type="checkbox"/> 220 Foreclosure <input type="checkbox"/> 230 Rent Lease & Ejectment <input type="checkbox"/> 240 Torts to Land <input type="checkbox"/> 245 Tort Product Liability <input type="checkbox"/> 290 All Other Real Property	<b>CIVIL RIGHTS</b> <input checked="" type="checkbox"/> 440 Other Civil Rights <input type="checkbox"/> 441 Voting <input type="checkbox"/> 442 Employment <input type="checkbox"/> 443 Housing/Accommodations <input type="checkbox"/> 445 Amer. w/Disabilities - Employment <input type="checkbox"/> 446 Amer. w/Disabilities - Other <input type="checkbox"/> 448 Education	<b>PRISONER PETITIONS</b> <b>Habeas Corpus:</b> <input type="checkbox"/> 463 Alien Detainee <input type="checkbox"/> 510 Motions to Vacate Sentence <input type="checkbox"/> 530 General <input type="checkbox"/> 535 Death Penalty <b>Other:</b> <input type="checkbox"/> 540 Mandamus & Other <input type="checkbox"/> 550 Civil Rights <input type="checkbox"/> 555 Prison Condition <input type="checkbox"/> 560 Civil Detainee - Conditions of Confinement			

## V. ORIGIN (Place an "X" in One Box Only)

- ☐ 1 Original Proceeding    ☐ 2 Removed from State Court    ☐ 3 Remanded from Appellate Court    ☐ 4 Reinstated or Reopened    ☐ 5 Transferred from Another District (specify)    ☐ 6 Multidistrict Litigation - Transfer    ☐ 8 Multidistrict Litigation - Direct File

## VI. CAUSE OF ACTION

Cite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity):

Brief description of cause:

Other civil rights, wage employment personal injury

## VII. REQUESTED IN COMPLAINT:

☐ CHECK IF THIS IS A CLASS ACTION UNDER RULE 23, F.R.Cv.P.

DEMAND \$

CHECK YES only if demanded in complaint.

JURY DEMAND: ☐ Yes ☐ No

## VIII. RELATED CASE(S) IF ANY

(See instructions):

JUDGE

DOCKET NUMBER

DATE

SIGNATURE OF ATTORNEY OF RECORD

## FOR OFFICE USE ONLY

RECEIPT # \_\_\_\_\_ AMOUNT \_\_\_\_\_ APPLYING IFP \_\_\_\_\_ JUDGE \_\_\_\_\_ MAG. JUDGE \_\_\_\_\_